



UNT | HEALTHTM SCIENCE CENTER



Transformational Leadership: Creating a Culture of Cross-Institutional IPE Collaboration

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Historically the Health Professions have Trained in Silos

With little emphasis on team dynamics



The Institutions Training the Professions
Have struggled to find a rationale and process for collaboration



UNTHSC and TCU are breaking down the silos creating opportunities for collaborative training across schools/colleges and institutions



Dedicated IPE Time Across **UNTHSC** and **TCU**

- **Fall 2014** Initial IPE activities
8/27, 9/3, 10/1, 10/15
- **Spring 2015** Initial IPE activities
2/25, 3/2
- **Fall 2014** Intermediate IPE activities
9/11, 9/25
- **Spring 2015** Intermediate IPE activities
2/19, 3/5

This UNTHSC/TCU IPE Initiative: Is founded on a *unique spirit of collaboration* to prepare a “collaborative practice-ready” workforce.



Over **1,200 students** from medicine, nursing, pharmacy, physical therapy, physician assistant studies, speech language pathology, social work, public health, and biomedical sciences **train together on core IPE competencies.**

Students from medicine, nursing, pharmacy, and chaplaincy train together in an IPE code simulation exercise and **learn the importance of effective teamwork.**



We're Collaborating on Innovative Approaches to IPE

Interprofessional **SAGE** (*Seniors Assisting in Geriatrics Education*)



Interprofessional student teams make home visits with geriatric volunteers and complete competency based assignments.

- **Pediatrics Dietetics Internship**
children are assessed and parents receive nutrition education during their clinic visit. Dietetics, medicine, and PA students practice together.



We're Collaborating on Innovative Approaches to IPE



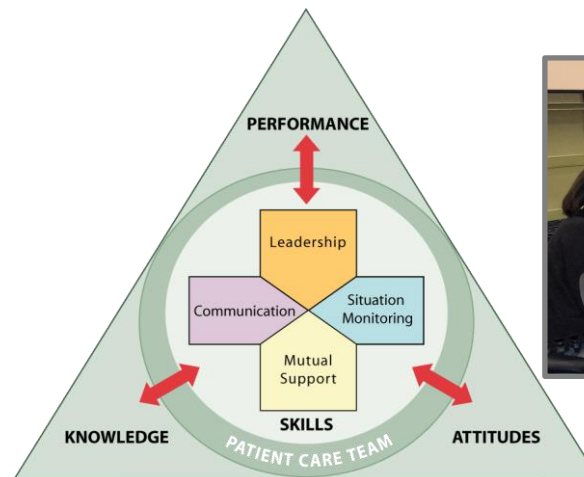
- Interprofessional Culinary Medicine is an opportunity for UNTHSC medical and PA students to work with TCU dietetic students and faculty to learn about health nutrition and how to prepare healthy meals.

- Our partnership is allowing us to expose students in IPE teams to an Interprofessional faculty.



We're Training our Faculty to Work in IPE Teams

- The majority of faculty were trained in professional silos.
- UNTHSC and TCU have partnered in sending collaborating faculty teams to IPEC and TeamSTEPPS
- Students, Faculty, and Practicing Professionals are being taught effective team strategies.



TeamSTEPPS *Team Strategies and Tools
to Enhance Performance and Patient Safety*

A teamwork system designed for health care professionals by the Department of Defense's Patient Safety Program and the Agency for Healthcare Research and Quality.

We're Reaching Out to the Practice Community with IPE Continuing Education

Students receiving IPE training enter a practice world with few good models of collaborative practice.

Interprofessional Practice:



Collaborative Solutions to Improve Patient Outcomes

June 13, 2014 • 8 am - 12 pm
Hosted by UNT Health Science Center

Planned by representatives from:



28th Annual North Texas Family Medicine Update
2 Hour Presentation/Interprofessional Faculty
"Enhancing Team Strategies for Effective Management of Chronic Health Conditions"
April 25-26, 2014, UNTHSC, Fort Worth




UNTHSC and Institutional Affiliates TCU Harris College of Nursing, Brite Divinity School, and Texas A&M Law School co-sponsor an annual Professionalism Symposium for faculty and practicing professionals.

TCU Harris College
of Nursing & Health Sciences

The W.F. "Tex" and Pauline Rankin Lectureship in Nursing

*Dr. Brenda Zierler PhD, RN, FAAN,
Associate Dir. Institute for Simulation and Interprofessional Studies
University of Washington School of Medicine*



Interprofessional Education and Collaborative Practice
Dee J. Kelly Alumni and Visitor Center
2820 Stadium Drive, Fort Worth, TX 76109

*Wednesday, March 5th, 2014
5 pm*

Our Innovations are Drawing Attention

Texas Medicine December 2013



“Students pack a classroom at the University of North Texas Health Science Center. The school has a program in which future physicians train alongside those from its pharmacy, physician assistant, and physical therapy schools, and a nearby nursing program. It’s part of a movement to adapt medical education to a changing health care system.”

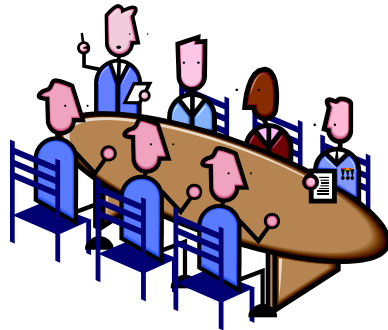
Texas Medicine December 2013

How did this develop?

- Initial awareness of partnership opportunities
- Identified leaders
- Eye on the big picture
- Leadership commitment and communication
- Finding common ground
- Competing collaborators or collaborating competitors



Facilitating Structures



- Engagement of senior leaders
- Mutual appointment to IPE leadership groups
- Memorandum of understanding
- Joint appointments
- Communication and time
- Collaboration as a value
- Commitment to Trial and Refinement
- A Foundation of Trust

Recent lesson from Grand Rounds

- Qualities of Effective Leaders

- Balance
- Curious
- Tribal
- Know why you are there
- Preach from your scars



Clint Bruce
Trident Response Group

- Characteristics of Effective Interprofessional Leadership

- Interdisciplinary
- Accountable
- Evidence based
- Patient centered
- Virtue driven
- Improving practice at the point of care

Barbara Ritzert

Reflections on the IPE Journey

- With Collaboration *Challenges Can be Overcome!*
- Collaboration Must be *Win/Win*
- *Institutional Oversight* of IPE is Key
- It's all About the *Relationships*
- Practice *Closed Loop Communication*
- Facilitator *Training is Vital*
- Identify an *IPE Coordinator* Within Each Program/School
- Must Take Calculated *Risks*
- *Adaptability & Flexibility* Work Best
- *Refinement* Must be Ongoing
- IPE Takes *Time and a Budget*
- Food is a Powerful Motivator
- *Have Fun!*

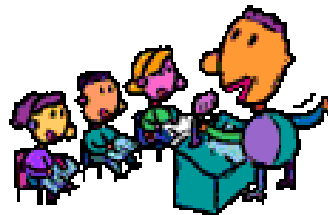
Your turn!

- What are the elements that frame your opportunities for collaboration across institutional boundaries?
 - Challenges (blue)
 - Potential Benefits (green)
 - Success Strategies (yellow)



Time to share

- Reflect and record on your own cards
- Share with those around you
- Identify “best practice” aspects of each element to share with larger group
 - Challenges (blue)
 - Benefits (green)
 - Strategies (yellow)



Questions?

